

## CIVIL RIGHTS KNOWLEDGE CHECK

Name (Signature)\_\_\_\_\_ Date\_\_\_\_\_

Instructions: Select from the terms listed below to answer the questions.

Terms

Reasonable Steps

Diet Modification

Color

And Justice for All

Gender Identity

Civil Rights

Creed

Noncompliance

Age

Race

Disability

Racial Ethnic Distribution

Sexual Orientation

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Discrimination

300 days

National Origin

180 days

Religion

Sex

1. What are the six federally protected classes under USDA requirements?
  - 1.
  - 2.
  - 3.
  - 4.
  - 5.
  - 6.
2. What are the State of Iowa four additional classes protected under Iowa Civil Rights laws?
  - 1.
  - 2.
  - 3.
  - 4.
3. All employees with Child Nutrition Program responsibilities complete \_\_\_\_\_training annually.
4. \_\_\_\_\_ is the act of distinguishing one person or group of persons from others, either intentionally, by neglect, or by the effect of actions, or lack of actions based on their protected classes.

[Type here]

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5. \_\_\_\_\_ is a factual finding that any civil rights requirement, as provided by federal and state law, regulation, policy, instruction, or guidelines, is not being adhered to.
6. \_\_\_\_\_ poster must be prominently displayed in an area that is visible to all program participants.
7. \_\_\_\_\_ form is completed annually and updated as needed. This form collects the district's applicant data according to race and ethnicity.
8. \_\_\_\_\_ form describes a participant's disability/intolerance that prevents the participant from eating the regularly offered foods.
9. This statement, \_\_\_\_\_, can be use if the material is too small to permit the full non-discrimination statement to be included, one page or smaller.
10. \_\_\_\_\_ must be taken to ensure meaningful access to the information and services.
11. A complaint must be filed within \_\_\_\_\_ based on a federally protected class.
12. A complaint must be filed within \_\_\_\_\_ based on a state protected class.

[Type here]

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